

**PAY DIFFERENTIAL 200
SHORT SHIFT CHANGE – UNITS 12 AND 13**

Established: 07/01/99

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
All Classes	Various	R12, R13	All Departments

RATE	EARNINGS ID
One-and one-half times the employee's regular rate of pay. (Including the regular pay for a <u>TOTAL</u> of one-and one-half.)	GO

CRITERIA
<p>Short Shift Change: The State shall provide at least twenty-four (24) hours notice to employees prior to making a short shift change. A short shift change is defined as a change in the hours of work in a day and/or the days of work in week where such changes shall be for a duration of less than ten (10) calendar days. Failure to provide such notice shall result in the employee being paid a premium of one and one-half times the regular rate of pay for the entire first shift affected by the short shift change. For purposes of this section, a short shift change does not occur if the employee's normal scheduled workday is extended as a result of an order to report early or stay late.</p> <p>Temporary Shift Change: The State shall provide at least three (3) working days notice to employees prior to making a temporary shift change. A temporary shift change is defined as a change in the hours of work in a day and/or the days of work in a week where such change shall be for duration of ten (10) to thirty (30) calendar days. Failure to provide such notice shall result in the employee being paid a premium of one-half times the regular rate of pay for all hours worked on the temporary shift prior to the passage of the three (3) day notice period.</p>

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No